

# Autism

## Reasonable Adjustments

**700,000 AUTISTIC PEOPLE IN THE UK  
= 1 IN 100**

Transforming lives  
and changing attitudes



“With just a little more acceptance, understanding and a few simple adjustments, more autistic people would be able to enter the workforce and put their amazing talents to use.”

**Chris Packham CBE, autistic man and  
National Autistic Society Ambassador**

People who are autistic can experience impairments to a greater or lesser degree which is why autism is often described as an autistic spectrum disorder or ASD.

### Here are some actions that can help:

Remember everyone is different  
always ask what will help.



Allow stimming to help with calming.  
A fiddle object can help to keep  
focussed.



Use 5,4,3,2,1 technique.



See  
X5



Smell  
X2



Feel  
x 4

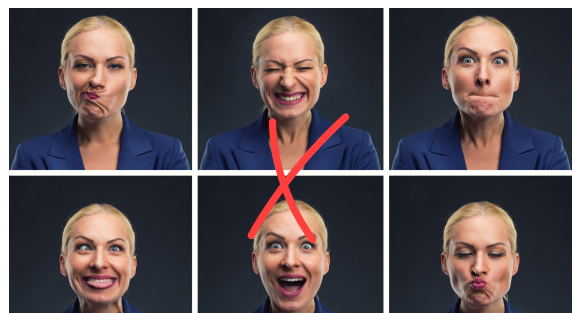


Taste  
X1



Hear  
x3

Don't rely on expressions.





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## Work Place Reasonable Adjustments: what you and your colleagues can do

**1. Remember everyone is different always ask what will help.**



**2. Use careful speech to reduce pressure. Give clear cues and prompts.**



**3. Give clear instructions.**



**4. Provide routine and structure.**



**5. Give staff autism awareness training.**



**5. Display unwritten rules and autism awareness posters.**



**7. Use buddies for social events or meetings.**



**8. Use agreed clearer communication cards in meetings.**



**9. Use helpful resources such as The National Autistic Society's quarterly Autism Talent Newsletter and films.**





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## Reasonable Adjustments: Autism friendly spaces

Here are some actions that can help:

1. Provide a calm recovery space.



2. Use calm colours and patterns.



3. Keep the noise down.



4. Use carpet to soften sound.



5. Use soft lighting.



6. Do not use horizontal blinds.



7. Use blackout blinds or stick on plastic for privacy and reduced brightness.



8. Include a background fragrance to block sudden smells.



9. Put in safety measures if needed.

**SAFETY FIRST**

